



Board Agenda Item #	IV C: Action Item
Date:	June 16, 2022
To:	Magnolia Public Schools – Board of Directors
From:	MPS Nominating/Governance Committee
Staff Lead:	Alfredo Rubalcava, CEO & Superintendent
RE:	Board Member Appointment Recommendations to the MPS Board of Directors

**Proposed Board Motion**

I move for the MPS Board of Directors to accept the recommendation of the MPS Nominating/Governance Committee to appoint Mr. Daniel Sheehan & Ms. Esra Eldem to the MPS Board of Directors for a 5-year term beginning on June 17, 2022 and ending on June 16, 2027.

**Introduction**

Mr. Sheehan and Ms. Eldem have both gone through an interview process before they joined the MPS Nominating/Governance Committee Meeting on May 19, 2022. The Committee motioned to recommend approval to both candidates for appointment to the MPS Board of Directors for a 5-year term. The Committee recommended for their term to start on June 10, 2022. After unforeseen changes to the Board of Directors Board Calendar, the Committee still recommends their appointments but would amend the term date to start on June 17, 2022.

Board Candidates, once fully approved by the Board of Directors, will go through the process prescribed in the MPS Board of Directors Handbook. They will complete a Form 700 and undergo a Brown Act Training along with the rest of the Board Members at a later Regular Board Meeting.

**Background**

Refer to resume and the evaluation forms attached for Ms. Esra Eldem & Mr. Daniel Sheehan.

**Exhibits (Attachments):**

- Resumes & Evaluation Forms

# DANIEL SHEEHAN

305 Cherry Drive, Pasadena, CA 91105 • (650) 906-6645 • danielsheehan@gmail.com

## EDUCATION

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### YALE LAW SCHOOL, New Haven, CT

J.D., 2016

*Activities:* Submissions Editor, *Yale Journal of Law & Technology* and Editor, *Yale Journal of International Law*  
Co-President, Project on Law and Education at Yale and Yale Law Democrats  
Office of the Mayor of Detroit, Policy Fellow (focus on education policy)  
Research Assistant, Professor David Schleicher (focus on local government law)  
Teaching Assistant, CPSC 183: Law, Technology, & Culture

Supervised Analytic Writing paper published as *Disparate Impact Liability Under the Fair Housing Act After Inclusive Communities*, 25 J. AFFORDABLE HOUSING & COMMUNITY DEV. L. 391 (2017)

### STANFORD UNIVERSITY, Stanford, CA

B.A., History and Political Science, 2009

## EXPERIENCE

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### HUESTON HENNIGAN LLP, Los Angeles, CA

2018—Present

*Associate.* Represent individual and corporate clients in complex civil and criminal litigation. Served as lead drafter for answering brief in Ninth Circuit appeal, briefing on multiple dispositive and discovery motions, and multiple complaints. Argued dispositive and discovery motions. Served as member of jury trial team, including leading preparation for client CEO's direct examination and arguing evidentiary motions. Have taken and defended several fact and expert witness depositions and prepared multiple witnesses. Handled negotiations with the SEC, FTC, and U.S. Attorney's Office.

### HON. SIDNEY R. THOMAS, U.S. Court of Appeals for the Ninth Circuit, Billings, MT

2017—2018

*Law Clerk.* Assisted federal appellate court judge with preparation for oral arguments, drafting opinions, *en banc* proceedings, and ad hoc projects. Areas of focus included administrative law, environmental law, and criminal law.

### OFFICE OF THE LOS ANGELES CITY ATTORNEY, Los Angeles, CA

2016—2017

*Yale Public Interest Fellow.* Assisted Affirmative Litigation Team with consumer protection suits under California's Unfair Competition Law. Wrote memoranda evaluating claims, and drafted complaints, against payday lenders, pharmaceutical companies, gun manufacturers, debt collectors, and major energy companies.

### SPERLING ECONOMIC STRATEGIES, Santa Monica, CA (Remote work)

2014—2017

*Consultant.* Conducted research and wrote memoranda and briefings for Gene Sperling, former Director of the National Economic Council under Presidents Bill Clinton and Barack Obama. Assisted with speech preparation. Developed reports on policy issues for private sector clients, including large technology companies and financial institutions.

### THE WHITE HOUSE – NATIONAL ECONOMIC COUNCIL, Washington, DC

Summer 2014

*Summer Intern.* Conducted legal and policy research on education and job training. Wrote legal and policy memoranda for Deputy Director of the National Economic Council and other staff on non-compete clauses, IRS rulemaking, and pending legislation. Drafted sections of the Vice President's 180-day *Ready to Work* report on job-driven training.

### FACEBOOK, Menlo Park, CA

2012—2013

*Risk Analyst.* Analyzed data to detect financial fraud on Facebook. Interfaced with credit card companies on fraud compliance issues, including developing and presenting analysis that allowed Facebook to avoid substantial fines.

### TEACH FOR AMERICA, Francis Marion High School, Marion, AL

2010—2012

*7<sup>th</sup> and 8<sup>th</sup> Grade Science Teacher.* Raised passing rate on standardized Alabama Science Assessment from 31 percent to 70 percent in my first year; passing rate was the highest in school history. Increased percentage of students exceeding content standards on the assessment from under 3 percent to over 26 percent during the two years I taught. Founded robotics team that competed at regional and statewide competitions. Served as assistant coach of the baseball team.

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# Esra Eldem

**Address:** 154 Monroe, Irvine, CA 92620 • **Phone:** (714) 791-4943

**Email:** esraeldem17@gmail.com • linkedin.com/in/esra-eldem

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## EDUCATION

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**PhD, Linguistics**

University of Southern California, Los Angeles, CA

**Primary Advisor:** Zuzanna Fuchs

Aug. 2022-

**Master of Arts, Linguistics with TESOL Specialization**

California State University, Long Beach, CA

**Primary Advisor:** Michael Fender

*M.A. Thesis: Morphological Decomposition in Heritage Turkish Speakers in the U.S.: Evidence from a Masked Priming Experiment*

**GPA:** 4.00/4.00

Aug. 2018-May 2021

**Bachelor of Arts, TESOL**

Middle East Technical University, Ankara, Turkey

**GPA:** 3.88/4.00: High Honor Student

Sep. 2012-Jun. 2016

**Relevant Coursework:** TESOL Practicum, Teaching Second Language Composition, Second Language Curriculum Development, Second Language Teaching Methods, Language Acquisition, Psycholinguistics, Quantitative Research Methods

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## HONORS & AWARDS

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**College of Liberal Arts Graduate Dean's List, University Scholars and Artists**

California State University, Long Beach, CA

Mar. 2021

**Linguistics Department Graduating Student Award**

California State University, Long Beach, CA

Feb. 2021

**Carol Bender Graduate Student Initiative Award**

CATESOL Orange County and CATESOL Education Foundation

Feb. 2021

- Jun. 2020
- Honorable Mention; Sally Casanova Pre-Doctoral Scholarship Program**  
The California State University, CA
- Apr. 2019
- HOGAR Graduate Travel Fellowship**  
California State University, Long Beach, CA
- Mar. 2019
- Travel Honorarium; SSRIC Social Science Symposium**  
California State University, San Bernardino, CA
- Sep. 2012-Jun. 2016
- Merit-based Government Scholarship for Distinguished University Students**  
Turkish Republic Directorate General of Foundations

## PUBLICATIONS

- 2018
- Tabatabaei, S., Gencer, G., **Eldem, E.** & Bakhtiarvand, M. A comparative analysis of apology strategy between Turkish EFL learners and native speakers of English. *Applied Linguistics Research Journal*, 2(3), 48–57.

## CONFERENCE PRESENTATIONS

- 2019
- Eldem, E.** "Selected Turkish discourse markers in computer-mediated discourse." Graduate Research Conference, California State University, Long Beach, CA.
- 2019
- Eldem, E.** "Subject realization in Turkish-English bilingual children." 44<sup>th</sup> Annual CSU, SSRIC Social Science Student Symposium, California State University, San Bernardino, CA.
- 2019
- Eldem, E.** "Subject realization in Turkish-English bilingual children." 9<sup>th</sup> International Mother Language Day Event, California State University, Long Beach, CA.
- 2016
- Eldem, E.** Gencer, G. "A comparative analysis of apology strategy between Turkish EFL learners and native speakers of English." *English Language*

Teaching Undergraduate Student Conference, Middle East Technical University, Ankara, Turkey.

2015

**Eldem, E.** Gencer, G. "A comparative analysis of apology strategy between Turkish EFL learners and native speakers of English." 9<sup>th</sup> Linguistics Undergraduate Student Conference, Hacettepe University, Ankara, Turkey.

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## RESEARCH EXPERIENCE

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Aug. 2019-Sep. 2021

**Graduate Assistant & Visiting Scholar, Department of Linguistics**  
California State University, Long Beach, CA

- Assisted Dr. Michael Fender with the experimental design of psycholinguistic research on garden path effect in ambiguous sentence constructions
- Conducted literature review for psycholinguistic research on sentence processing in bilinguals
- Revised and created stimuli for self-paced reading experiments
- Assisted with the use of online E-Prime and IBEX Farm software to adapt online measures for the experiments
- Provided assistance with data collection and data analyses procedures

Oct. 2019-Nov. 2020

**Volunteer Research Assistant, Department of Education**  
HABLA Lab, University of California, Irvine

- Conducted research on the working memory, literacy, and vocabulary skills of Latino children under the supervision of Dr. Elizabeth Peña
- Cleaned and analyzed lab-based data using Excel and SPSS
- Assisted with the write-up of literature review and background sections
- Submitted research reports for publication and presentations in conferences

Aug.-Sep. 2020

**Graduate Research Assistant, College of Liberal Arts & College of Education**  
California State University, Long Beach, CA

- Assisted Dr. Gwen Shaffer and Dr. Jessica Pandya with an interdisciplinary research project examining teachers' increasing use of pedagogical software and mobile apps for remote instruction

- Conducted literature searches on the use of online software programs in high school settings
- Designed research instruments, such as surveys and interview protocols

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## RELEVANT WORK EXPERIENCE

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Oct. 2018-

### **Substitute Teacher**

Ocean View School District, Huntington Beach, CA

- Teach English, History, Social Sciences, Math, Music, and Physical Education lessons using the classroom teachers' materials
- Direct the classrooms and maintain regular activities
- Comply with the school and school district's policies and procedures

Aug. 2018-

### **Translator & Interpreter (*Per Diem*), Turkish-English**

Law Offices of Hani S. Bushra, Huntington Beach, CA

- Interpret from and into English and Turkish for native Turkish speakers during their asylum, green card, and citizenship interviews at the USCIS by using consecutive mode of interpretation
- Maintain a meaningful and understandable conversation and discussion flow between the applicants and the USCIS officers under the supervision of the USCIS interpreting monitor
- Translate legal files and documents such as petitions, declarations, and application forms from English to Turkish and vice versa

Feb.-May 2021

### **Graduate Teaching Assistant, Department of Linguistics**

California State University, Long Beach, CA

- Led biweekly group tutoring sessions for Syntax (LING 421) class
- Worked in collaboration with the Syntax course professor and provided weekly reports for sessions
- Held individual tutoring sessions for Phonology (LING 420), Modern English Grammar (LING 329), and Discourse Analysis (LING 522) classes upon student requests to the linguistics department
- Provided assistance for linguistics undergraduate and graduate students with their homework assignments, exams, and questions related to the course content

Aug. 2019-May 2020

**ESL Specialist, Learning Center**

California State University, Long Beach, CA

- Assisted international undergraduate and graduate students with their course assignments and essays
- Identified individual developmental needs and implemented customized study sessions
- Revised and provided feedback on the essays and/or assignments of tutees

Aug. 2018-Aug. 2019

**Supplemental Instructor, Learning Resource Center**

Saddleback College, Mission Viejo, CA

- Participated in the Principles of Composition and Fundamentals of Composition classes taught by Drs. Jessica Budica and Catherine Hayter
- Assisted the class professor with individual feedback on essays and group activities during classes
- Taught writing techniques to college students' assignments and essays for English writing classes to improve mastery and knowledge of course content

Feb.-Apr. 2019

**ESL Classroom Observer**

American Language Institute, California State University, Long Beach, CA

- Assisted the students with in-class activities and group discussion
- Taught lessons on listening, speaking, and pragmatics to a Listening/Speaking EAP class
- Created lesson plans and developed teaching materials for the lessons

Sep. 2013-Aug. 2018

**Private ESL & EFL Tutor**

Irvine, CA - Jakarta, Indonesia - Ankara, Turkey

- Worked one-on-one with children, young adults and adults
- Taught listening, speaking, grammar, reading and writing lessons to learners
- Assisted community college students with ESL writing assignments
- Created customized study plans for ESL students to improve their listening and speaking skills in English

Oct. 2015-May 2016

**TESOL Practicum Student-Teacher**

Middle East Technical University, Ankara, Turkey

- Conducted 80 hours of middle and high school EFL class observations
- Assisted the teacher with exam grading, office work, and in-class activities
- Developed lesson plans and taught EFL lessons for six different class sessions throughout the year

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**PROFESSIONAL SERVICE**

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Jun. 2017-

**Project Coordinator, Youth Affairs**

Pacifica Institute, Huntington Beach, CA

- Lead projects to connect Turkish and American youth in Orange County
- Coordinate cultural and educational events such as seminars, trainings, festivals, and banquets
- Manage weekly meetings with young adult members of the Turkish Community



Nov. 2020-May 2021

**Grad Mentor, Graduate Student Resource Center**

California State University, Long Beach, CA

- Held biweekly, individual meetings with each mentee to offer guidance in their graduate journey
- Assisted mentees in navigating and accessing student support services
- Supported mentees with how to learn in virtual space, manage time as a graduate student, and find meaningful social outlets

Jun.-Aug. 2015

**Online Freelance Translator (English-Turkish)**

Denmark Cultural Center, Istanbul, Turkey

- Translated articles about lifestyle, culture, and education opportunities in Denmark
- Edited and revised articles based on feedback received from the supervisor
- Published articles on the Denmark Cultural Center's official website

Oct. 2014-Jan. 2015

**English as a Foreign Language (EFL) Tutor**

Middle East Technical University, Ankara, Turkey

- Offered tutoring for the university students under the OGEB Academic Support Program
- Helped students to prepare for the METU English Language Proficiency Test
- Prepared students for weekly quizzes and mock tests by adapting the university's online test preparation materials

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## CAMPUS INVOLVEMENT

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- **California State University, Long Beach, CA:**

Feb. 2021

**Guest Speaker**, Turkish Language and Culture, 11<sup>th</sup> International Mother Language Day Event

Aug. 2020

**Guest Speaker**, Linguistic student research discussion, Summer with the LSA Talk Series

Aug. 2020-May 2021

**College of Liberal Arts Student Council Representative & Outreach Correspondent**, Linguistics Student Association

Oct. 2019-Aug. 2020

**Vice President**, Linguistics Student Association

Feb. 2020

**Presentation Moderator**, GSRC Student Research Competition

Feb. 2020

**Event Organizer**, International Mother Language Day

Mar. 2019

**Event Organizer**, What I Brought in my Luggage: Relics of Lost Lives

Oct. 2019

**Guest Speaker**, Women in Islam class session, Department of Religious Studies

Apr. 2019

**Volunteer Helper**, Southern California Annual Meeting on Phonology (SCAMP)

Apr. 2019

**Volunteer Helper**, 54th Annual Comparative Literature Conference: Culture, Memory, and Trauma

- **Middle East Technical University, Ankara, Turkey:**

Jun. 2016

**Volunteer Helper**, METU English Language Teaching Undergraduate Students Conference

Mar. 2015

**Volunteer Helper**, 22nd METU British Novelists Conference: Zadie Smith and Her Work

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## PROFESSIONAL ORGANIZATIONS & AFFILIATIONS

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Linguistic Society of America (LSA) Member	Sep. 2019-
American Association for Applied Linguistics (AAAL) Member	Aug. 2019-
CATESOL Orange County Chapter Executive Committee Member	Mar. 2021-Oct. 2022
Linguistics Student Association Executive Committee Member	Aug. 2017-May 2021

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## LANGUAGES

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- Turkish (native speaker)
- English (proficient)
- German (intermediate; CEFR B1)
- Qur'anic Arabic (basic literacy knowledge)

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## TECHNICAL SKILLS

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- SPSS
- RegEx
- Psytoolkit
- PennController IBEX Farm
- Word, Excel, PowerPoint, Publisher

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## EVENTS AND CONFERENCES ATTENDED

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CATESOL OC Chapter Spring 2021 Workshop and Panel Discussion	Feb. 2021
Mentorship Certificate Program, Mentor Collective	Nov. 2020
Language Science Talks on Linguistic Diversity, University of California, Irvine	Feb. 2020
Person and Perspective Workshop, University of Southern California	May 2019

Mar. 2019  
**Language Justice Workshop**, California State University, Long Beach, CA

Mar. 2019  
**Mentorship Seminar and Workshop**, New York Academy, Ridgewood, NJ

Sep. 2018  
**Mentor Training Seminar**, Anatolia Cultural Centers, Huntington Beach, CA

Apr. 2017  
**An Afternoon with Sal Khan, Founder and CEO of Khan Academy**, Orange  
County Department of Education, Irvine, CA

May 2016  
**30<sup>th</sup> National Linguistics Conference**, Ankara University, Ankara, Turkey

May 2016  
**12<sup>th</sup> English Language Teaching Convention "Celebrating Diversity"**, Middle  
East Technical University, Ankara, Turkey

Mar. 2015  
**7<sup>th</sup> TED English Language Teaching Conference "Educated Educators"**,  
TED Ankara College Foundation Schools, Ankara, Turkey

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## REFERENCES

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**Dr. Rebekha Abbuhl**

Associate Professor & Graduate Advisor  
Department of Linguistics  
California State University, Long Beach, CA  
Rebekha.Abbuhl@csulb.edu  
(562) 985-1393

**Dr. Marina Aminy**

Dean  
Online Education and Learning Resources  
Saddleback College, Mission Viejo, CA  
maminy@saddleback.edu  
(949) 582-4365

**Dr. Michael Fender**

Associate Professor  
Department of Linguistics  
California State University, Long Beach, CA  
Michael.Fender@csulb.edu  
(562) 985-7596

**Dr. Nancy Hall**

Professor & Department Chair  
Department of Linguistics  
California State University, Long Beach, CA  
Nancy.Hall@csulb.edu  
(562) 985-2656

**Dr. Sarvenaz Hatami**

Assistant Professor  
Department of Linguistics  
California State University, Long Beach  
Sarvenaz.Hatami@csulb.edu  
(562) 985-5914



## Board Candidate Evaluation Form

DATE: May 16, 2022

CANDIDATE NAME: Esra Eldem

EVALUATOR NAME(S): Sandra Covarrubias

### RELEVANT EXPERTISE

Does the candidate have expertise relevant to a board position? Will their expertise fill a need unmet by current board members? Have they had enough experience within their field to make meaningful contributions? And are they willing to share their expertise as a board member?

Please check only the two most relevant areas of expertise:

#### Strategic Planning

- Senior Management & Leadership
- Accounting/Finance
- Fundraising
- Legal
- Marketing/PR
- Governance
- Facilities/Real Estate
- Education
- Community Representation/Organizing
- Other

Definitely Reject	Probably Reject	Unsure	Probably Invite	Definitely Invite
1 <input type="checkbox"/>	2 <input type="checkbox"/>	3 <input type="checkbox"/>	4 <input checked="" type="checkbox"/>	5 <input type="checkbox"/>



**TEAMWORK**

Will they be:

- a good team member?
- open to hearing others' opinions and perspectives?
- sensitive to group dynamics?

Definitely Reject 1 <input type="checkbox"/>	Probably Reject 2 <input type="checkbox"/>	Unsure 3 <input type="checkbox"/>	Probably Invite 4 <input checked="" type="checkbox"/>	Definitely Invite 5 <input type="checkbox"/>
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**COMMITMENT**

Is the candidate willing to devote her/his full energy and talent to the board?  
 Is their understanding of their responsibilities as a board member aligned with our expectations?  
 Do they have the time necessary to be an active board member?  
 Even in the face of organizational challenges and difficulties, will the candidate remain committed to the organization?

Definitely Reject 1 <input type="checkbox"/>	Probably Reject 2 <input type="checkbox"/>	Unsure 3 <input type="checkbox"/>	Probably Invite 4 <input checked="" type="checkbox"/>	Definitely Invite 5 <input type="checkbox"/>
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**PHILOSOPHICAL ALIGNMENT**

Does the candidate believe in the mission and purpose of both our organization and the charter school movement?  
 Will they make decisions based on alignment with the organizational mission, rather than based on personal needs and considerations?

Definitely Reject 1 <input type="checkbox"/>	Probably Reject 2 <input type="checkbox"/>	Unsure 3 <input type="checkbox"/>	Probably Invite 4 <input type="checkbox"/>	Definitely Invite 5 <input checked="" type="checkbox"/>
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**TOTAL SCORE {OUT OF 20}: 17**

### **OVERALL IMPRESSIONS**

Ms. Eldem has an impressive resume. She is an expert in education making her a strong candidate for our MPS board. She understands our mission and is eager to help our students achieve their goals. She comes from and services in underserved communities so understands our students' needs and what it takes for their success. She understands the concept of helping shape "the whole child". My only concerns I do have are, the time she has to devote to our mission and the relationship she might have with some board members. I understand she is still in school and is unsure of the time that is required of her to serve on the board effectively. She expressed she wanted to know more about it.

My other concern is the relationship she might have with some board members due to making biased decisions.





## Board Candidate Evaluation Form

DATE 05/17/22

CANDIDATE NAME Esra Eldem

EVALUATOR NAME(S) Umit Yapanel

### RELEVANT EXPERTISE

Does the candidate have expertise relevant to a board position? Will their expertise fill a need unmet by current board members? Have they had enough experience within their field to make meaningful contributions? And are they willing to share their expertise as a board member?

Please check only the two most relevant areas of expertise:

- Strategic Planning
- Senior Management & Leadership
- Accounting/Finance
- Fundraising
- Legal
- Marketing/PR
- Governance
- Facilities/Real Estate
- Education
- Community Representation/Organizing
- Other

Definitely Reject	Probably Reject	Unsure	Probably Invite	Definitely Invite
1	2	3	4	5
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>



**TEAMWORK**

Will they be:

- a good team member?
- open to hearing others' opinions and perspectives?
- sensitive to group dynamics?

Definitely Reject 1 <input type="checkbox"/>	Probably Reject 2 <input type="checkbox"/>	Unsure 3 <input type="checkbox"/>	Probably Invite 4 <input type="checkbox"/>	Definitely Invite 5 <input checked="" type="checkbox"/>
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**COMMITMENT**

Is the candidate willing to devote her/his full energy and talent to the board?  
 Is their understanding of their responsibilities as a board member aligned with our expectations?

Do they have the time necessary to be an active board member?

Even in the face of organizational challenges and difficulties, will the candidate remain committed to the organization?

Definitely Reject 1 <input type="checkbox"/>	Probably Reject 2 <input type="checkbox"/>	Unsure 3 <input type="checkbox"/>	Probably Invite 4 <input checked="" type="checkbox"/>	Definitely Invite 5 <input type="checkbox"/>
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**PHILOSOPHICAL ALIGNMENT**

Does the candidate believe in the mission and purpose of both our organization and the charter school movement?

Will they make decisions based on alignment with the organizational mission, rather than based on personal needs and considerations?

Definitely Reject 1 <input type="checkbox"/>	Probably Reject 2 <input type="checkbox"/>	Unsure 3 <input type="checkbox"/>	Probably Invite 4 <input checked="" type="checkbox"/>	Definitely Invite 5 <input type="checkbox"/>
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**TOTAL SCORE {OUT OF 20} 18**

### **OVERALL IMPRESSIONS**

**I interviewed Ms Eldem for 30 minutes on her commitment, her alignment to MPS vision and values as well as her potential contributions. I am impressed by her education and her background in education overall and with specific focus of ESL/Linguistics. We could use her expertise in education and most of our student population is bilingual, ESL learners, therefore, his expertise in those areas will help steer the board to make more informed decisions. I was also impressed with Ms. Eldem's dedication and commitment to serving underserved communities with her time/effort/energy. Her values align very well with those of MPS and her addition to the board will help strengthen the board and extend its skillset. Again, being a PhD student is not an easy task, but she has emphasized that she should be able to commit to the requirements of being a board member at the same time. Also, I think she knows about the charter school movement, but it will probably take some time for her to fully understand and grasp the full vision and mission of the organization.**



## Board Candidate Evaluation Form

DATE: May 16, 2022

CANDIDATE NAME Esra Eldem

EVALUATOR NAME(S) Mekan Muhammedov

### RELEVANT EXPERTISE

Does the candidate have expertise relevant to a board position? Will their expertise fill a need unmet by current board members? Have they had enough experience within their field to make meaningful contributions? And are they willing to share their expertise as a board member?

Please check only the two most relevant areas of expertise:

- Strategic Planning
- Senior Management & Leadership
- Accounting/Finance
- Fundraising
- Legal
- Marketing/PR
- Governance
- Facilities/Real Estate
- Education
- Community Representation/Organizing
- Other

Definitely Reject	Probably Reject	Unsure	Probably Invite	Definitely Invite
1	2	3	4	5
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>



**TEAMWORK**

Will they be:

X a good team member?

X open to hearing others' opinions and perspectives?

X sensitive to group dynamics?

Definitely Reject 1 <input type="checkbox"/>	Probably Reject 2 <input type="checkbox"/>	Unsure 3 <input type="checkbox"/>	Probably Invite 4 <input type="checkbox"/>	Definitely Invite 5 X
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**COMMITMENT**

Is the candidate willing to devote her/his full energy and talent to the board? Yes

Is their understanding of their responsibilities as a board member aligned with our expectations? Yes

Do they have the time necessary to be an active board member? Yes

Even in the face of organizational challenges and difficulties, will the candidate remain committed to the organization? Yes

Definitely Reject 1 <input type="checkbox"/>	Probably Reject 2 <input type="checkbox"/>	Unsure 3 <input type="checkbox"/>	Probably Invite 4 <input type="checkbox"/>	Definitely Invite 5 X
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**PHILOSOPHICAL ALIGNMENT**

Does the candidate believe in the mission and purpose of both our organization and the charter school movement? Yes

Will they make decisions based on alignment with the organizational mission, rather than based on personal needs and considerations? Yes

Definitely Reject 1 <input type="checkbox"/>	Probably Reject 2 <input type="checkbox"/>	Unsure 3 <input type="checkbox"/>	Probably Invite 4 <input type="checkbox"/>	Definitely Invite 5 X
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**TOTAL SCORE {OUT OF 20} 20**

## **OVERALL IMPRESSIONS**

Esra Eldem's willingness and awareness of giving back to underserved communities aligns with MPS demographics and its Mission and Vision. Her academic and educational background in Education and continued research in ESL students and programs is another potential diverse background she will bring to MPS Board.

Moreover, her relocation to Los Angeles having been accepted to USC for Ph. D program, proximity to most of Magnolia's is noteworthy as well. Her responses and approach to Board questions showed Esra Eldem's balanced approach to potential issues that might come up in the future.

Whole child approach and her commitment to providing opportunities to all children by putting them at the center of attention is an important approach in decision making for our MPS as an educational organization.

In light of the above and impressions from the interview, we put Esra Eldem to benefit the MPS Board in many areas.

Mekan Muhammedov  
Board Member  
Magnolia Public Schools



## Board Candidate Evaluation Form

DATE 05/17/22

CANDIDATE NAME Dan Sheehan

EVALUATOR NAME(S) Umit Yapanel

### RELEVANT EXPERTISE

Does the candidate have expertise relevant to a board position? Will their expertise fill a need unmet by current board members? Have they had enough experience within their field to make meaningful contributions? And are they willing to share their expertise as a board member?

Please check only the two most relevant areas of expertise:

- Strategic Planning
- Senior Management & Leadership
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- Governance
- Facilities/Real Estate
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- Community Representation/Organizing
- Other

Definitely Reject	Probably Reject	Unsure	Probably Invite	Definitely Invite
1	2	3	4	5
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>



**TEAMWORK**

Will they be:

- a good team member?
- open to hearing others' opinions and perspectives?
- sensitive to group dynamics?

Definitely Reject 1 <input type="checkbox"/>	Probably Reject 2 <input type="checkbox"/>	Unsure 3 <input type="checkbox"/>	Probably Invite 4 <input checked="" type="checkbox"/>	Definitely Invite 5 <input type="checkbox"/>
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**COMMITMENT**

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**PHILOSOPHICAL ALIGNMENT**

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Will they make decisions based on alignment with the organizational mission, rather than based on personal needs and considerations?

Definitely Reject 1 <input type="checkbox"/>	Probably Reject 2 <input type="checkbox"/>	Unsure 3 <input type="checkbox"/>	Probably Invite 4 <input checked="" type="checkbox"/>	Definitely Invite 5 <input type="checkbox"/>
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**TOTAL SCORE {OUT OF 20} 17**

### **OVERALL IMPRESSIONS**

**I interviewed Mr Sheehan for about 45 minutes on the aspects of philosophical alignment, his commitment, and his educational experience. Mr Sheehan iterated that he is committed and had experience in fundraising, education and to some extend legal aspects of charter school operations. The board could use his skills in especially in fundraising and grants where we are lacking behind as compared to similar CMOs. Her education in legal could prove valuable to serve the board. In the past he worked with similar populations we serve as a science teacher in a traditional public school setting and this should also bring in a different aspect and contribute to the overall skillset of the board. I was just not sure if he is able to allocate enough time to the commitment due to his busy schedule at work and (about to become busy) schedule at home with a new baby on the way. Moreover, as he did not serve at a charter school before, I also was not sure if he fully understands the charter movement and the fragile balances we have to observe in our operations.**



## Board Candidate Evaluation Form

DATE: May 16, 2022

CANDIDATE NAME: Daniel Sheehan

EVALUATOR NAME(S): Sandra Covarrubias

### RELEVANT EXPERTISE

Does the candidate have expertise relevant to a board position? Will their expertise fill a need unmet by current board members? Have they had enough experience within their field to make meaningful contributions? And are they willing to share their expertise as a board member?

Please check only the two most relevant areas of expertise:

- Strategic Planning
- Senior Management & Leadership
- Accounting/Finance
- Fundraising
- Legal
- Marketing/PR
- Governance
- Facilities/Real Estate
- Education
- Community Representation/Organizing
- Other

Definitely Reject	Probably Reject	Unsure	Probably Invite	Definitely Invite
1	2	3	4	5
<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>



**TEAMWORK**

Will they be:

- a good team member?
- open to hearing others' opinions and perspectives?
- sensitive to group dynamics?

Definitely Reject 1 <input type="checkbox"/>	Probably Reject 2 <input type="checkbox"/>	Unsure 3 <input type="checkbox"/>	Probably Invite 4 <input type="checkbox"/>	Definitely Invite 5 <input checked="" type="checkbox"/>
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**COMMITMENT**

Is the candidate willing to devote her/his full energy and talent to the board?  
 Is their understanding of their responsibilities as a board member aligned with our expectations?  
 Do they have the time necessary to be an active board member?  
 Even in the face of organizational challenges and difficulties, will the candidate remain committed to the organization?

Definitely Reject 1 <input type="checkbox"/>	Probably Reject 2 <input type="checkbox"/>	Unsure 3 <input type="checkbox"/>	Probably Invite 4 <input type="checkbox"/>	Definitely Invite 5 <input checked="" type="checkbox"/>
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**PHILOSOPHICAL ALIGNMENT**

Does the candidate believe in the mission and purpose of both our organization and the charter school movement?  
 Will they make decisions based on alignment with the organizational mission, rather than based on personal needs and considerations?

Definitely Reject 1 <input type="checkbox"/>	Probably Reject 2 <input type="checkbox"/>	Unsure 3 <input type="checkbox"/>	Probably Invite 4 <input type="checkbox"/>	Definitely Invite 5 <input checked="" type="checkbox"/>
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**TOTAL SCORE {OUT OF 20}: 20.**

### **OVERALL IMPRESSIONS**

Mr. Sheehan has an impressive resume. He is an expert in education and law, making him a strong candidate for our MPS board. He has experience in networking and has many connections to help bring different programs to our schools. He understands our mission & the needs of our students to succeed, and is eager to serve on the board to help make this possible. He is committed to making the time to devote himself to the board to help our schools succeed. He has taught in underserved communities and understands students' needs to help shape "the whole child". Has expertise in law and can help advise in legal matters the schools might have.